

WEST LAFAYETTE POLICE MERIT COMMISSION MINUTES

November 12, 2007

The West Lafayette Police Merit Commission met in regular session at City Hall Council Chambers on November 12, 2007 at 7:30 pm. In compliance with the Indiana Open Door Law, notice of this regular meeting was sent to the media and posted. Copies of the meeting agenda and unapproved minutes of the October 8, 2007 Regular Meeting, October 22, 2007 Executive Session and October 22, 2007 Special Meeting were available at a table adjacent to the entrance to the Council Chambers.

Police Merit Commission President Polles called the meeting to order and presided.

The Pledge of Allegiance was repeated.

PRESENT: Commissioners Don Corrigan, Larry Leverenz, John Polles and Joel Weber. Commissioner Virginia Nead was initially absent but arrived at 7:32 pm.

ALSO PRESENT: Commission Counsel Williams, Clerk-Treasurer Rhodes, Police Chief Marvin, three members of the Police Department, and three members of the public. No members of the media were present.

APPROVAL OF MINUTES

- A. Commissioner Corrigan moved "to approve of the minutes of the 8 October 2007 meeting." The motion was unanimously adopted.
- B. Commissioner Leverenz moved "to accept the minutes of the Executive Session of 22 October 2007." The motion was unanimously adopted.
- C. Commissioner Corrigan moved "approval of the minutes of the Special Meeting of 22 October 2007." The motion was unanimously adopted.

OLD BUSINESS

- A. Commissioner Leverenz provided an outline of the procedures for the interview and hiring of new police officers and led a discussion of the topic. Commissioners provided additional suggestions and were requested to think about how the weights for the criminal background check should be allocated. Commissioner Leverenz stated that he would meet with Chief Marvin to discuss the weights for this item with him. Discussion of this topic will continue at the next regular meeting.
- B. Chief Marvin reported that the Police Review Board would interview the 19 new applicants who passed the aptitude test on November 29, 2007.
- C. Commission President Polles led a discussion of a new contract with the Industrial Psychology Department of Purdue University for promotional test bank maintenance and examination preparation. It was determined that the new contract should not be with the

Psychology Department but rather a consulting contract with an individual professor. Professor James LeBreton was identified as the Industrial Psychology point of contact for future work. Payment is also owed for three examinations that have been prepared but were not addressed by the previous contract. Commissioner Corrigan, who has met with Professor LeBreton, was requested to contact Professor LeBreton and gain additional information in support of contract preparation.

- D. Commissioner Nead reported that 12 officers took the Sergeant's promotional examination on November 3 and that the exam was graded that same day.
- E. Commissioner Leverenz was asked for an update on the Awards Board specified by Article VI of the Police Merit Commission Rules and Regulations. Commissioner Weber reported that Chief Marvin was only provided a copy of the revised article immediately prior to this meeting. In that it has not yet been distributed to all members of the department, the Article is not yet effective. Chief Marvin reported that he expected distribution to all members of the department would occur on November 13, 2007.

NEW BUSINESS

- A. Commission President Polles briefed that the last named applicant, the subject of the Executive Session and Special Meeting on October 22, 2007, is currently awaiting approval by the Local Pension Board. Clerk-Treasurer Rhodes provided a summary of the role of the Local Pension Board as outlined in Indiana Code. It was requested that the Commissioners be informed when the Local Pension Board will next meet so that they might have the opportunity to attend the Pension Board's meeting.
- B. Commission President Polles observed that named applicant background investigations seem to be of variable quality and that some items came out in the October 22, 2007 Executive Session that were not in the background investigation report. Chief Marvin stated he would discuss the issue with the head of investigations.
- C. In response to concerns by some Commissioners as to the propriety to discuss items by E mail when there is no decision, Commission Counsel Williams reviewed the appropriate Indiana Code and stated that E mail can be used for discussion. He will be providing copies of the applicable Indiana Code to Commissioners.
- D. It was decided that Commissioner's new applicant interviews would be held on December 12 and 13, 2007 at the Police Conference Room starting at 8:30 am each day.

ITEMS FROM THE FLOOR

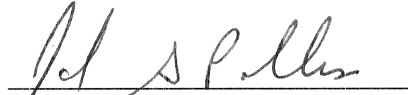
- A. Specialists Choate and Lord reported that they were among the three officers who were not able to take the Sergeant's promotional examination on November 3, 2007. They requested that the exam not be scheduled for the fall of the year, that it be scheduled for the same date every year, and that earlier notice be provided as to when the exam would be given. After discussion, Commissioner Nead moved "that we offer the Sergeant's exam annually on the fourth Saturday in February and that the Lieutenant/Captain exam be moved to the first non-home football Saturday in November." The motion was unanimously passed.

PUBLIC COMMENTS

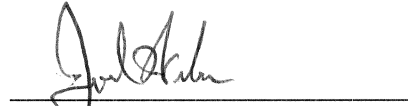
None.

ADJOURNMENT

The meeting adjourned at 9:03 pm.



John Polles
President



Joel Weber
Secretary

WEST LAFAYETTE POLICE MERIT COMMISSION
Meeting Agenda, 12 November 2007
7:30 P.M., Council Chambers, City Hall

Opening

Pledge of Allegiance
Roll Call
Approval of Minutes for Meeting on 8 October 2007
Approval of Minutes for Executive Session on 22 October 2007
Approval of Minutes for Special Meeting on 22 October 2007

Old Business

(Re: Article II.D. (4) for scoring applicants for the Eligibility List) Discussion of the procedures to be used in scoring applicants (Commissioner Leverenz)
Discussion of a new contract with Industrial Psychology Department of Purdue University promotion tests preparation (Commissioners Corrigan & Polles)
Update on new applicant testing (Chief Marvin)
Update on sergeant's exam testing (Commissioners Nead & Weber)
Update on Awards Board (Leverenz)

New Business

The contretemps with the last named applicant (Polles)
Discussion concerning the variable quality of background investigations (Polles)
Discussion concerning the use of email for discussion when no decision is an outcome (Polles)

Items from the Floor

Public Comments

Adjournment